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MEMORANDUM FOR: Personnel Director

SUBJECT : Consultants.

1. General Cabell discussed the relative merits of consultants and part time WAE employees with me today and requested that we undertake a study of this problem. He is convinced that we have some consultants who are actually part time employees. He further believes that in some instances these personnel are being employed as consultants in order to avoid blocking ceiling positions.

2. Would you undertake, as a matter of high priority, such a study. Points to be considered are:

a. Is it feasible to put such personnel on a WAE basis?

b. In order to avoid penalizing ourselves by blocking a personnel ceiling position with a part time employee, is it defensible to count two or more part time employees working the equivalent of one full time employee as one position against our ceiling?

c. Is there any justification for paying such part time employees or consultants a rate of pay higher than that which other full time employees receive for comparable service?

d. Considering all of the financial aspects of the situation, is it more advantageous to the Government financially to hire a consultant or a part time WAE employee?

e. Assuming that the number of days worked per month have a substantial bearing on the question, at what point does it become more advantageous to the Government financially to have a WAE employee as opposed to a consultant?

3. While we are concerned primarily with the financial aspects of this problem, we should not limit our study entirely to these aspects. You will, of course, take into consideration leave and other benefits which a WAE employee would receive as opposed to a consultant.

4. Please coordinate this with the Comptroller and the General Counsel and submit to me as soon as possible.

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L. K. WHITE
Acting Deputy Director
(Administration)

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